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*Speaker 1:* Good afternoon, everyone. Thank you for joining us on our weekly Coronavirus update for our teamster affiliates and staff. To get us started today join our president Jim Hoffa. Mr. Hoffa.

*Jim Hoffa:* Well, thank you very much for everybody joining me on this call. This is the seventh call that we've done. I hope you're all staying healthy and safe. I am doing the same sure thing to make sure our members remain the same way.

Today we're going to have an update from several key divisions. You're going to hear from Chuck Stiles from our Waste Division; you're going to hear from Dave Dudas, head of our Bakery Division; and you're going to hear from Tom O'Donnell from our Movie Picture Division; and Bubba Davis from our Pipeline Division. They will all give you an update on what is going on in their division and what impact the virus is having on their division.

These are certainly challenging times. Right now we've got over one million people diagnosed as having the Coronavirus; 55,000 people – Americans have died. That's more than in Vietnam. Twenty-six million people are in unemployment lines and waiting for their unemployment. These are certainly challenging times that nobody foresaw two or three months ago.

Right now our battle is to make sure our members work safe. We have many members working; we're fortunate that way. But we've got to make sure to pressure these employers that they provide PPE. That's personal protection equipment. Make sure that they give masks and goggles and sanitary conditions and hand sanitizers. These are the things that people expect and should have them. We've got to make sure this is going on. We've had good luck so far in putting pressure on employers, and it's working, but we've got to speak up and make sure we put the pressure on every day where there are complaints or any chance of our members getting sick.

We've also seen what happens to those people out there that don't have the benefit of belonging to a big union like ours. We see what's going on at Amazon and Target and SBO and Smithfield and we see many, many people out there going on strike because they're afraid to go to work. They're not getting the right conditions; they're not getting the right PPE on the job. And while they should walk out, and we certainly support them, the teamsters union is creating an online resource for non-union workers so they know their rights and they know that they have a right to a safe

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working condition and what can be done and what is protected concerted activity.

We've got to have a long record, and we do have a long record of having a good advocacy and a safe workplace and we're going to continue to do that. Right now we're also pushing right now to make sure our union employers do everything they can to make sure we have a safe workplace. That's a right of every member. And we're also pushing the non-union ones also. And we've had good luck. Last week we heard from David Boren, talking about how he faced down United Airlines to make sure that his workers got the proper PPE. That worked very, very well.

And we're also seeing that much to our chagrin of what's happened to this CARES Act, stimulus three, \$360 billion was advocated to take care of the small companies out there, the mom and pops that are trying to survive through these difficult times. And what did we see? Ruths Chris Steakhouse got a loan. Harvard – can you imagine, Harvard, that has a billion-dollar endowment? And most of all, how about the LA Lakers getting a loan? Many, many people that know us have been trying to get loans so they can keep their employees working and they didn't get them, but the LA Lakers got it. That should make everybody mad.

Also, Smithfield, look what's going on there. The President ordered people back, but I didn't hear him talking about what we have to do to make sure we have a safe working condition before they go back. And that's something we're going to be talking about later on in this program.

We've got a lot to do out there. These loans were important and they got hijacked. We've got to make sure in the next stimulus that there is no hijacking and that this money goes to the right place. We're going to be ever onboard and to make sure we watch the Secretary of the Treasury Mnuchin to make sure this is done right. We're in contact with him and he knows how upset teamsters are.

Right now we've got a lot to talk about. I want to hand it over next to our Secretary Treasurer Ken Hoff. Take it away, Ken.

*Ken Hall:*

Thank you, Jim. Good afternoon, everyone. I hope you're all still safe and well. I know how busy all of you are, so I'm not going to keep you very long.

You know, the work we do doesn't stop because of this virus. In fact, it's probably increased most of our workloads. But we're

adapting and we'll continue to support, protect, and represent our members. Just today I've been conducting negotiations with an employer over Zoom in my local. It's not ideal and I'd much rather be able to do it in person, but this is where we are right now. In fact, their attorney, who I've been fighting with for 30 years, said to me today, "This is the first time I've ever been able to just hit a button and turn you off when you start cursing at me." So it's much different.

But, you know, we're getting creative in order to make sure we can continue to do what we do best, which is to represent our members. And as I've mentioned on every call, we're also working at the international and we're able to assist you when you need it. We're staying on top of the finances and making sure that we'll be able to continue providing you with the services you need. But please don't hesitate to reach out to us.

With that I thank you for your time and I'm going to turn the call over to the President of Teamster Canada Francois Laporte.

*Francois Laporte:*

-Secretary Hall. Brothers and sisters, good afternoon. Let me start by announcing that the Teamsters Canada National Office is now officially open. Everybody is back to work. We have limited access from the public to the building; however, everybody is back to work and we are fully functional right now.

Regarding the government assistance, almost every day the provincial and federal government announced a new measure in financial assistance to support workers, students, small businesses. And we are in constant communication with transport minister and with labor minister, and we are making sure that the people – the workers are getting the money they need.

Last week I talked a little bit about the problem we were facing in our hospital system and our long-term care center system. We see a stabilization for the hospital and long-term care. The situation is under control, but it's still a very difficult situation for us, for our members, and for all the workers in that sector. In general we can say that the people, the workers have a better access to the PPE. It is not perfect; however, it is getting better week after week. And in some areas the government sent the Army to support the healthcare workers.

On a positive note, slowly and gradually we are \_\_\_\_ are reopening a certain sector of our economy. Each region has a different roadmap, but in general we can say that the construction,

whether it is residential, industrial, or infrastructure, will start next week. We will also add some retail business; we'll be allowed to reopen, as well as some industries and manufacturers. So we are reopening next week. It will be a three-week phase-in and we are very happy to see this happen.

We are still not allowed to travel from province to province unless it is absolutely necessary. Next week, however, we will see some restrictions to be lifted.

Some jurisdictions have announced progressive back-to-school for elementary students and young kids. That creates some serious issues for the school bus drivers. The question is how the social distancing will apply. And again, our priority is to protect the health and safety of our members. We are working with employers and the government officers to explore several options to make sure that our workers, our members are safe.

Finally I just want to make an announcement. As you know, the situation is still very difficult for lots of Canadians, and this despite with the government assistance, lots of the workers will not be able to find a job, even when they will reopen the economy. So the Teamsters Canada Foundation has committed to make a donation of \$300,000.00 to various food banks and charities across the country. For more information on this I invite you to look at the Teamsters Canada website and also visit our various social media.

That concludes my report and I will hand it over to the IBT Safety and Health Director Lamont Byrd.

*Lamont Byrd:*

Thank you, Francois. So good afternoon, everyone. I'd like to provide you with a brief update on health and safety-related issues concerning response to the COVID-19 prices. As General President Hoffa indicated, President Trump invoked the Defense Production Act with respect to meat and poultry processing. By this action meat and poultry processing operations are considered to be critical industries. In response to that OSHA and the Centers for Disease Control published guidance for meat and poultry processing operations. The focus of this guidance is on beef, pork, and poultry establishments. Workers in these establishments are deemed to be critical infrastructure workers who are at risk of occupational exposure to the Coronavirus. This guidance largely tracks other guidance issued by the agencies that recommend physical distancing, monitoring employees for symptoms, cleaning and disinfection protocols, and good hand hygiene.

OSHA issued enforcement guidance which acknowledges that it is critically important for employers to comply with the safety and health recommendations provided in the joint OSHA and CDC guidance. However, if an employer determines that it is not feasible to comply OSHA requests that the employer document why compliance is not feasible. With this in mind, OSHA indicates that it will use its discretion in how it enforces the guidance. In other words, it's very unlikely that OSHA will provide health and safety enforcement in meat and poultry processing operations based on this information.

The agency went further in stating that the guidance should not be construed to give states and local authorities the authority to shut down meat and poultry processing establishments for non-compliance with the guidance. The agency also indicated that it may support employers in litigation that may arise as a result of workplace exposures to COVID-19 if the employer has demonstrated a good faith effort to comply with the joint guidelines. OSHA also stated that it may support worker lawsuits if the employer has not taken steps in good faith to follow the joint guidelines.

The National Institute for Occupational Safety and Health as OSHA published guidance on how to disinfect air purifying respirators such as N95s. The agencies are responding to the critical shortages of PPE including respirators. This guidance will provide respirator users with information and protocols that would enable them to reuse other single-use respirators. The recommended disinfection protocols include the use of hydrogen peroxide vapor, ultraviolet germicidal radiation, or moist heat. The agencies caution against using bleach, alcohol, or microwave ovens to disinfect respirators, as doing so damages the integrity of the respirators.

Lastly, the Safety and Health Department continues to develop fact sheets, checklists, and other information that can be accessed on the Teamster website at [www.Teamster.org/COVID19](http://www.Teamster.org/COVID19). And I'd like to encourage local union representatives and others on this call to share this important information with your members, direct them to the website, and suggest that they review and download useful information that's been developed by the IBT staff. Thank you.

Chuck Stiles, Waste Division Director, the floor is yours.

*Chuck Stiles:* Okay. Thank you very much, Lamont. And thanks everybody for being on the call. Real quick here, and a lot of this is old news that

we know. But I do want to thank Communications, Safety and Health, SRC, Capital Strategies, division staff, and these locals who are working very well with this division. And we do deeply appreciate it.

As you know, our number one goal has been to take care of the 32,000 members we have in this division who are already in some of the toughest jobs in the country and the most dangerous jobs. So most of you know the division sent out letters asking for mitigation plans, PPE disbursement, all of that with the major homes a little over a month ago. I'm happy to say that we have been dealt very good dialogue with Waste Management and Waste Connections. Anybody that's ever dealt with them on this call knows just how viciously anti-union they are, but I have been in weekly or biweekly talks with both of those companies.

Waste Management has agreed to continue to pay 40 hours a week for folks instead of laying off, which I think this is fantastic. I got a report out of Seattle earlier this week that some of the guys are working two or three days a week and Waste is making that up. They're trying to avoid layoffs at any expense; they want to retain the people they have.

The same with Waste Connections. We had a \$10.00 an hour premium they were paying that was agreed to in March; it was supposed to expire April 19th. I talked with Darrell Chambliss, the COO, that will continue through May 19th. And this is all new to us; we're watching as it develops and what's going on. But these are very positive steps with companies that, to be quite honest, a year ago I was ready to, as Ken Hall said, cuss them out all the time in negotiations and organizing.

Recology, which is one of our big players on the West Coast, they went from 30 hours a week, again, to paid to 40. They have stepped up on their health, welfare, and pension and I was on this call about to thank one of our own, the division Larry Daugherty out of 350, and John Bouchard, a principal officer of 350, who John really put a lot of pressure on this company to live up to what the division wanted, or what we expected, to be quite honest with you, what should be expected. And Recology, with the pressure put on by the locals, have done what they're supposed to do.

Republic Services is another matter. I remember the first time Ken Hall in the \_\_\_\_\_ said there would be rogue players out there, and I stated on my first call this is one of the biggest rogue players I've ever dealt with .They again refuse to acknowledge that the IBT

even exists. They have led their own campaign out there through their supposed, which is as they say 30-hour work weeks to keep everybody working. It was a PR thing for them so they could try to divide the union and its membership. The majority – the super-majority of locals hung in there. We're not signing them on \_\_\_\_\_, but absolutely gutted that there was more to it than just a 30-hour-a-week guarantee. They gutted our CBAs. A couple locals didn't, they gave up their guaranteed hours of the week.

Long story short, they didn't take very long for Republic to capitalize on that and start slashing everybody and lay folks off. They refused to meet around keeping people whole. They refused to meet and talk about keeping peoples' health and welfare going. This is with a company that had a \_\_\_\_\_ Bill Gates, or he's the largest stockholder, I should say, in the company. We had so much media pressure on this company they finally had Vander Ark, the president of Republic Services come out with all these great things they were going to do for employees: have lunch for them, dinners on Fridays to take home to their people, a gift card every other week for those who were working frontline employees of \$100.00.

Well, they created their own charity, right? And now they use this as tax deductions. I heard today that the taking dinner home and the free lunches and all that the taking dinner home and the free lunches and all that was the state's – like Georgia, this fantastic governor we got here, he said everything's normal, this is all basically a hoax. Well, they're going to take all those things away from those workers. So that is what I was told, they will follow up with that.

But this \_\_\_\_\_ here is at the media pressure on how bad that we made this gentleman look good, how bad we make him look. I will say this, we have recently some good agreements through this stupid Zoom and the other things we're doing. And I don't mean it in a bad way, it is just hard to deal that way, bargain that way. But we have reached some good deals. I will say that Local 125 in New Jersey contacted me yesterday, they got a year extension at \_\_\_\_\_ Waste with very good increases, because nobody knows where this is headed.

But that's really where we're at with this stuff. We have a job action plan at Republic this \_\_\_\_\_. And please don't take this wrong, I was a bit disappointed in the number of locals who agreed to participate in this. I realize they're scared, I realize that the \_\_\_\_\_ are scared and upset, but these bastards are no good.

That's the only way I know how to put this; Republic is a no-good employer. This is a time now to show Republic just how bad they are. And as we go around more of these things we're going to have more of these demonstrations around the PPE this is a great message. We've had to buy our own PPE in 728. I know Local 50 bought PPE. All around the country, 396 has bought PPE to get out to people. These are the kinds of things we need to bring to light with this company.

We're \_\_\_\_\_ to say please everybody keep your thoughts and prayers Local 830. One member is a city sanitation worker there in New York City, they were hit extremely hard by this virus. And we're available – everybody out there, we're available to help you in any way possible. I just want to thank our members at the end of the day here for the hard work they do. Thank \_\_\_\_\_ International for putting these calls on.

And with that I'll turn it over to Dave Dudas with the Baker Division. Thank you.

*Dave Dudas:*

Thanks, Chuck. Good afternoon, brothers and sisters. For this brief report I'm going to split this up into a bakery snack food report and then a laundry report.

With regards to the bakery, we have over 19,300 members of the bakery division. All have been declared essential employees and the members are working. The national companies that we represent are Bimbo USA and Nabisco-Frito Lay. All our members, including shipping, receiving, warehouse, and transport drivers are working. Driver sales, our people are making money. Big money. They're struggling to keep the shelves filled with the panic buying going on, but although it's still busy and it's slowed down from the everyday occurrence of the empty shelves to a steady higher volume prior to the stay-at-home order, smaller and regional bakeries such as Pan-O-Gold, **Nicolas Huevos** Perfection, Alpha Baking Companies, they've all seen steady increases of sales. Some regional baking companies are baking for the smaller companies and we're all working together.

Some of the smaller companies are struggling because the loss of restaurant accounts, schools, universities, party centers, sporting events, just to name a few. But we've maintained our members in the bakery and working.

On the down side, with the driver sales we have very anxious consumers that are getting into our members' personal space while

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the members are trying to restock the displays and shelves. We have reached out to all our companies to have their account representatives ask for help and assistance from the stores to help protect our members.

On the laundry side of the conference we have over 9,300 members and on this side it has been hit hard with regards to, again, restaurant closings, special events, sporting events, party centers, some recent production facilities, bars, office buildings, non-essential business that closed that used cafeteria rugs, tiles, uniforms. And then the supplies like that.

Best estimate, approximately about 40-precent of the membership has either had their hours reduced, their workweek schedule reduced, modified, or have been laid off. Bakery and Laundry Conference USA and Canada's executive board members, the policy committee members are communicating constantly through phone conversation and e-mails with each other, with our major companies. We have secured leave pay for family members' care and for the members, some 14 days pay, some longer. Essential pay, we got anywhere from \$80.00 to \$125.00 a week for all our members.

Included with the company purchasing PPE, most locals, because we're on the frontline, have purchased masks, sanitizer, gloves, wipes, paper towels for all our members to use in their trucks and in their production facilities. The IBT has also published safety guidelines that we all have. We have most of our companies will let their members cash out on their vacation and work because the scheduling, when we have all weeks picked, or they can reschedule it if they can.

We have negotiated healthcare benefits to continue for our affected members with the virus symptoms. With regards to the laundry, again, our representative companies have put detailed procedures together on contaminated, soiled uniforms. The details of the accounts, they're supposed to put them in like the blood borne pathogens, which is a biohazard bag or water soluble bags. This isn't happening. We're trying to protect our companies. We spoke with Alco, Aramark, \_\_\_\_\_ Pride to get this corrected. They are working with us. I guess these facilities that are having positive tests aren't letting the public know and don't even let our laundry companies know.

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Other than that, I hope everybody stays strong, stays safe, and I'll hand it over to Tim O'Donnell with the motion pictures. Tommy O'Donnell with the motion picture. Thanks.

*Tom O'Donnell:*

Thank you, Dave. On or around March 13th the motion picture theatrical industry shut down all across North America. We are now in the seventh week post-shutdown and employment is still at or near zero. This is the teamster's response for then, for now, and for tomorrow. The first thing the division focused on was getting our members paid. We engaged with producers to take care of their laid-off employees. Call it severance pay, call it compassion pay; what matters is that most producers have paid an additional two to four weeks of wages with benefits.

The IBT, through its lobbying efforts, has played a critical role in shaping the CARES Act for us. Pandemic unemployment assistance expanded unemployment insurance to include freelancing and gig workers. Much of our membership falls in these categories and wouldn't have been included otherwise.

The division has engaged in a conversation with trustees of several prominent industry health funds in light of little or no qualifying benefit contributions coming in. I'm happy to report that all have taken some measures to ensure continued eligibility and maintenance of benefits, and have promised to monitor it going forward.

We anticipate that commercial production will return first, followed by feature film and television production, then by concerts, live events, and legitimate theater productions. It's likely that some locales with less incidence of the virus or lower population densities may return sooner than others. This division is committed to facilitating a rapid return to work, but not without adequate safeguards for our members. In this regard the division will be helping to establish and coordinate work protocols with all applicable teamster levels as well as with other entertainment industry unions and guilds, as well as with the major producers, understanding that we'll need a buy-in and sign-off from local governments.

I've spoken to President Hoffa about the criticality of including state and local aid in the next stimulus package, not only in the health of state film tax credits, but the film commissions and other agencies that promote and facilitate filmmaking and entertainment. Key states that we've identified are Arizona, Colorado, Florida,

Georgia, Louisiana, Missouri, Tennessee, and Texas. I left off Kentucky just because that damn McConnell is so reprehensible.

I want to give a shout out to Steve Dayan, Principal Officer of 399 in Hollywood. He's been a great partner resource for this division. I thank you for your time. I look forward to sunnier days ahead. And I now turn this over to Bubba Davis, Building and Construction

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*Bubba Davis:*

Thank you, Brother O'Donnell, and good afternoon brothers and sisters. First of all I'd like to state that the National Building Trade has been working with all general presence in builder trade unions on efforts to convince Congress they need to support legislation to help ensure that our health funds and our pension funds that have been seriously affected by the circumstances of the past two months. In addition, they're also working hard to ensure our members that are working as well as those who are returning from furloughs, have measures put in place to protect the health and safety. I'd like to personally thank Gentle President Hoffa as well as Lamont Byrd with the Safety and Health Department, and Kristie Bailey of the legislative department. We're working with the building trades unions and Congress to make sure these very important measures are in place.

Especially with our two largest construction projects in the country, the Shell cracker plant in Beaver County, Pennsylvania, that of Local 341; and Plant Vogtle, the nuclear plant in Burke County, Georgia of Local 528. Both of these each have over 250 teamsters working before the pandemic. The cracker plant in Pennsylvania stopped work, they furloughed their workers. They have recently bringing some workers back with new safety measures in place. Plant Vogtle in Georgia did not shut down; however, they did recently lay off over 600 building trade members in an attempt to assist social distancing. As of this date there have been over 150 workers test positive for COVID-19, 4 of which are teamsters.

As for the ready-mix industry, which is our division's largest membership of over 24,000 members, it's faced very little impact from the pandemic. The area that has been affected in ready-mix mostly is the residential construction, and most of that type work has been postponed until a later and brighter day. A lot of our building trade members, like the tradeshow division, work with municipalities to convert certain places in the hospitals and treatment centers. We're very proud of those members that worked on that effort.

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As for the pipeline industry, you may have heard just before the pandemic we finally received the good news that we can start work on the Keystone XL project, a project we've been talking about for over 50 years. However, on April 13th US District Judge Brian Morris vacated that permit issued by the Army Corps of Engineers, stating that it did not properly evaluate the potential harm to certain endangered species. That project once again has us in a holding pattern. That did not affect the work that had started on the Canadian border.

Some of the projects, major projects have mentioned the Mountain Valley Project in Virginia and West Virginia, which is a 300-mile project, have some issues in wetlands as well. The Atlantic Coast project, which is a 600-mile project, Virginia, West Virginia, and North Carolina, is facing some of these same battles, as has the Pan East project. We have worked with all the major employers, associations, we have used our labor management cooperation trust funds to raise amicus briefs to the Supreme Court and other agencies to try to promote these projects and get them started.

The new regulatory issues coupled with the all trading being at record lows is keeping our members as well as our industry partners at a very slow pace to getting these projects started as well as completing those that had already started and were shut down or scaled back. Regardless of these issues, we have received and made notifications to local unions of 26 new projects that have all started within the past five weeks. These projects include work for over 20 local unions in 10 different states.

Finally, as some of you are aware, our national pipeline agreement is currently under negotiations. We had our first in-person meeting earlier this year, where we only had a chance to swap proposals. Then came the pandemic, which has kept us from meeting personally and continuing our negotiations. David LaBorde as well as some of our committee members have been communicating with the National Pipeline Association as well as our member and employee partners and are working towards these negotiations. But it is quite the task, being we can't meet at the table.

We do, as general secretary of treasury mentioned earlier in the call, Zoom and talking in Zoom. We're going to take our shot in Zoom next week to continue negotiations on our pipeline agreement. And I will also be presenting an arbitration for jurisdiction for Local 377, Youngstown, Ohio, by way of Zoom next week. So I imagine next week, Brother Hall, I will be a little

more schooled up on Zoom. Not looking forward to it, but it's where we are and what we've got to do.

We are communicating with our regional and national reps on a weekly basis. There's a lot more I could tell you, a lot more I could update, but in the essence of time that's not appropriate right now. But we are communicating with our reps on a regular basis. I urge you to contact myself or any of the reps in your area if the need arises. Again, I mentioned David LaBorde, he handles our pipeline industry; he has been working on all the issues relative to that, as well as trying to get us back on pace with our negotiations.

I want to thank General President Hoffa for your support and assistance to the construction division. God bless you all and please stay safe. Thank you.

*Jim Hoffa:*

Thanks, Bubba. We're going to be wrapping this up now. I want to thank everybody for joining me. I think these calls are important, that during these difficult times we talk to each other, we all share ideas, share best practices, and learn from each other. And I know we're all working very hard for the same goals. We also have to remember that we've got to take care of ourselves if we're going to be there to take care of our members. So everybody stay safe. Remember, we're all in this together. Stay safe, stay united, stay teamster strong. Till next week. Thank you.

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